

ABRIDGED VERSION 10.19.11 (for extract) – JL
National Pharmacist Workforce Surveys - Merged Data Code Book

This document is a codebook for the National Pharmacist Workforce Survey Merged Data. The merged data was created as an SPSS data file on November 4, 2010 by merging the following SPSS data files:

- 2000 National Pharmacist workforce survey SPSS data file created in 2000
- 2004 National Pharmacist workforce survey SPSS data file created in May 2005
- 2009 National Pharmacist workforce survey SPSS data file created December, 2009.

Between November 5, 2010 and December 1, 2010 the data file was reviewed and tested by:

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The codebook and files were found to be accurate and usable for research. This research team plans to use the merged data file for research and believes that it is suitable for use by others for research. The research team is available for consultation about how to use the data file as others begin to use it.

ABRIDGED VERSION 10.19.11 (for extract) – JL

2000, 2004, 2009 National Pharmacist Workforce Surveys

Merged Data Code Book

Note: Clarification for some definitions and other information on variables can be found in the **appendix** section which begins on page 58.

Variable Name	Description	Type	Included cases	Coding	Notes
year	Year in which survey was conducted	numeric	2000, 2004, 2009	2000= 2000 National Pharmacist Workforce survey 2004= 2004 National Pharmacist Workforce survey 2009= 2009 National Pharmacist workforce survey	
id	Identification number/respondent id	numeric	2000, 2004, 2009	Number (1 – xxxx)	
uniqueid	Unique identifier	alphanumeric	2000, 2004, 2009	Alphanumeric(year_id)	This variable was created by concatenating 'year' & 'id'
curlic	Current license	numeric	2000, 2004, 2009	1=yes 2=no	2009 cases: 'curlic' was computed from 'NUMSTATE' Curlic=no if NUMSTATE=0 Curlic =yes if NUMSTATE >=1
numlic	Number of states in which respondent had a current license	numeric	2000, 2004, 2009	Number (0 – 8)	2009 cases: 'NUMSTATE' was renamed 'numlic'
clicst1	current license state1	string	2000, 2004, 2009	Two letter state code	2009 cases: STATE1, STATE2, STATE3, STATE4 & STATE5 renamed clicst1,clicst2,clicst3,clicst4,clicst5 respectively. clicst6,clicst7,& clicst8 created ,with all values missing.
clicst2	current license state2	string	2000, 2004, 2009	Two letter state code	

empstat	Employment Status	numeric	2000, 2004, 2009	1= working as pharmacist/practicing as a pharmacist 2= not working as pharmacist but in related position 3= working in non-pharmacy-related 4= semi-retired 5= retired 6= not employed seeking job 7= not employed not seeking job	Response options to the question “CHECK THE OPTION THAT BEST MATCH YOUR EMPLOYMENT STATUS “ are similar in 2000 & 2004, but slightly different in 2009. See appendix for more information. 2009 cases: EMPSTAT recoded .If a respondent is unemployed and not seeking employment , ‘empsat’ is recoded as a 7.If a respondent is unemployed and seeking employment , ‘empsat’ is recoded as a 6.
emsetmer	primary place of employment setting	numeric	2000, 2004, 2009	1 = independent community pharmacy 2 = small chain community pharmacy 3 = large chain 4 = mass merchandiser 5 = supermarket pharmacy 6 = clinic-based pharmacy 7 = mail service pharmacy 8 = government hospital 9 = non-government hospital 10 = nursing home / long term care 11 = home health / infusion 12 = pharmacy benefit administration 13 = academic institution 14=other	2009 cases: PRACTYPE renamed emsetmerge. 14 = other for-profit & 15 = other non-profit coalesced to 14=other. 2000 & 2004 cases: case values in re-emset matching case values 1-13 in emsetmerge were recoded accordingly. All other values were coalesced and coded as 14=other. See appendix for more information.
setcode	consolidated employment setting	Numeric	2000, 2004, 2009	1= independent 2=chain 3=mass merchandiser	2000/2004: setcoded recoded to 7 case values from 8 case values. See appendix for more information.

				4= supermarket 5= hospital 6= other patient care 7= other	2009 : PRACTYPE re-coded to setcode. See appendix for more information.
positncode	Current position	Numeric	2000, 2004, 2009	1= owner/partner/executive 2= management 3=employee	Survey item was worded differently in 2000, 2004 & 2009. See appendix for more information.
ownperc	percent ownership	Numeric	2000, 2004, 2009		2009: PERCOWN renamed ownperc
yrsemp	years with present employer	Numeric	2000, 2004, 2009		
yrspos	years in current position	Numeric	2000, 2004		
acthrs	actual hours worked weekly	Numeric	2000, 2004, 2009		2009 cases: ACTHOURS renamed acthrs
adgrov	additional gross overtime	Numeric	2000, 2004, 2009		2009 cases: OVERTIME renamed adgrov
adgrbon	additional gross bonus	Numeric	2000, 2004, 2009		2009 cases: BONUS renamed adgrbon
adgrps	additional gross profit sharing	Numeric	2000, 2004, 2009		2009 cases : PROFSHARE RENAMED adgrps
adgroth	additional gross other	Numeric	2000, 2004, 2009		2009 cases: OTHEARN renamed adgroth
wkswor	weeks worked last year	Numeric	2000, 2004, 2009		2009 cases: WORKING renamed wkswor
age	age in years	Numeric	2000, 2004, 2009	Number(years)	
gender	gender	Numeric	2000, 2004, 2009	1=male 2=female	
ethnic	ethnic or racial background	Numeric	2000, 2004, 2009	1= american Indian 2= asian 3= black/African american 4= Hispanic/Latino 5= white/Caucasian 6= other	2000 cases: race categories was slightly different from 2004 & 2009. 2000 survey had latino/latina or Hispanic ; & Asian American or Pacific Islander as options for ethnic or racial background.
bspharm	completed BS PHARM	Numeric	2000, 2004, 2009	1=yes 2=no	
pharmd	completed PHARMD	Numeric	2000, 2004, 2009	1=yes 2=no	2004 cases: pharmd and pstphmd were combined to give PHARMD . See appendix for more information.

ms	completed MS	Numeric	2000, 2004, 2009	1=yes 2=no	
mba	completed MBA	Numeric	2000, 2004, 2009	1=yes 2=no	
phd	completed PHD	Numeric	2000, 2004, 2009	1=yes 2=no	
statedeg	state earned initial pharmacy degree	String	2000, 2004, 2009	Two-letter state code	2009 cases: INITIALDEG renamed as statedeg
yrlic	year first licensed as pharmacist	Numeric	2000, 2004, 2009	Number(year of licensure)	
marital	marital status	Numeric	2000, 2004, 2009		
zipwork	zip code of primary place of employment	Numeric	2000, 2004, 2009	5-digit zip code	2009 cases: ZIPEMP renamed as zipwork
children	number of children	Numeric	2000, 2004, 2009		
chage1	1st child age	Numeric	2000, 2004, 2009	Number(years)	
chage2	2nd child age	Numeric	2000, 2004, 2009	Number(years)	
chage3	3rd child age	Numeric	2000, 2004, 2009	Number(years)	
chage4	4th child age	Numeric	2000, 2004, 2009	Number(years)	
chage5	5th child age	Numeric	2000, 2004, 2009	Number(years)	
chage6	6th child age	Numeric	2000, 2004, 2009	Number(years)	
chage7	7th child age	Numeric	2000, 2004, 2009	Number(years)	
chage8	8th child age	Numeric	2000, 2004, 2009	Number(years)	
chage9	9th child age	Numeric	2000, 2004, 2009	Number(years)	
chage10	10th child age	Numeric	2000, 2004, 2009	Number(years)	
chage11	11th child age	Numeric	2000, 2004, 2009	Number(years)	
chage12	12th child age	Numeric	2000, 2004, 2009	Number(years)	
debt	total household debt	numeric	2000,2004,2009	Number(dollars)	2009: debt is an arithmetic sum of HOUSEDEBT &SLOANOW.
zipres	Zip code of primary residence	numeric	2000, 2009		2000 cases: ziplive renamed ZIPRES
workload	How would you rate your workload?	numeric	2004, 2009	1 = excessively low 2 = low 3 = about right 4 = high 5 = excessively high	2004: wkload renamed WORKLOAD

jobsat	... job satisfaction	string	2004, 2009	1 = very negative 2 = negative 3 = neutral 4 = positive 5 = very positive 9 = does not apply	2004: wlsat renamed JOBSAT
health	... mental/emotional health	numeric	2004, 2009	1 = very negative 2 = negative 3 = neutral 4 = positive 5 = very positive 9 = does not apply	2004: wlmental renamed HEALTH
physical	... physical health	numeric	2004, 2009	1 = very negative 2 = negative 3 = neutral 4 = positive 5 = very positive 9 = does not apply	2004: wlphysic renamed PHYSICAL
paidhrs	scheduled paid hours weekly	Numeric	2000, 2004,		
idealhrs	ideal hours worked weekly	Numeric	2000, 2004, 2009		
earnings	Earnings (must use pertime variable also)	Numeric	2000, 2004,		
pertime	Time period for earnings	Numeric	2000, 2004	1=Per hour 2= Week 3= 2 Weeks 4= Twice a month 5= Monthly	
hrwage	Hourly wage	Numeric	2000,2004	Number(dollars)	

hrwage2	Hourly wage calculated by dividing earnings by paid hours pertime	Numeric	2000	Number(dollars)	
empset2	first secondary employment setting	Numeric	2000		
hrs2	hours per week first secondary job	Numeric	2000, 2004		
weeks2	weeks per year first secondary job	Numeric	2000, 2004		
grpay2	gross pay per year first secondary job	Numeric	2004	Number (dollars)	Pay2 renamed grpay2
pay2	gross pay per week 2nd job	Numeric	2000	Number (dollars)	
posit2	secondary position	Numeric	2000	1=owner/partner 2=manager/director 3=assistant manager/director 4=supervisor 5=staff/employee pharmacists 6= resident/fellow/postgrad 7=other	
empset3	second secondary employment setting	Numeric	2000		
hrs3	hours per week second secondary job	Numeric	2000, 2004		
weeks3	weeks per year second secondary job	Numeric	2000, 2004		
grpay3	gross pay per year second secondary job	Numeric	2004	Number (dollars)	Pay3 renamed grpay3
pay3	gross pay per week 3rd job	Numeric	2000	Number (dollars)	
posit3	third position	Numeric	2000	1=owner/partner 2=manager/director 3=assistant manager/director 4=supervisor 5=staff/employee pharmacists 6= resident/fellow/postgrad 7=other	
empset4	third secondary employment	Numeric	2004	1 = independent community	case values in empset4 matching case

	setting			pharmacy 2 = small chain community pharmacy 3 = large chain 4 = mass merchandiser 5 = supermarket pharmacy 6 = clinic-based pharmacy 7 = mail service pharmacy 8 = government hospital 9 = non-government hospital 10 = nursing home / long term care 11 = home health / infusion 12 = pharmacy benefit administration 13 = academic institution 14=other	values 1-13 in emsetmerge were recoded accordingly. All other values were coalesced and coded as 14=other. See appendix for more information.
hrs4	hours per week third secondary job	Numeric	2000, 2004		
weeks4	weeks per year third secondary job	Numeric	2000, 2004,		
grpay4	gross pay per year third secondary job	Numeric	2004	Number (dollars)	Pay4 renamed grpay4
empstat2	recoded employment status	Numeric	2000, 2004	1= working in pharmacy full-time 2= working in pharmacy part-time 3=working not - in pharmacy 4= not working – retired 5= not working - not retired 100=missing	
perinc	percentage of household income pharmacy	Numeric	2000, 2004		
houseinc	not working, household income	Numeric	2000, 2004		
active	actively practicing pharmacy	Numeric	2000, 2004	0=not actively practicing pharmacy	

				2=actively practicing pharmacy	
highdeg	Highest educational degree	Numeric	2000, 2004	1=Phd 2=ms/mba 3=BS Pharm 4=PharmD 5=Other education	
parttime	Working parttime	numeric	2000,2004	0=working>30 acthrs per week 1=working <= 30 acthrs per week	
adgrhrs	additional gross overtime hours	Numeric	2000		
othered	other education	Numeric	2000	1= YES circled 2= NO - not circled	
edtype	description of other educational degree	String	2000		
work95	Working in pharmacy 1995	Numeric	2000	1 = yes 2 = no	
work96	Working in pharmacy 1996	Numeric	2000	1 = yes 2 = no	
work97	Working in pharmacy 1997	Numeric	2000	1 = yes 2 = no	
work98	Working in pharmacy 1998	Numeric	2000	1 = yes 2 = no	
work99	Working in pharmacy 1999	Numeric	2000	1 = yes 2 = no	
whset95	Work setting in 1995	Numeric	2000	1 = independent community 2 = small chain 3 = large chain 4 = mass merchandiser 5 = supermarket 6 = hmo 7 = managed care organization 8 = clinic pharmacy 9 = government hospital/health system	

				10 = non-governmental hospital/health system 11 = nuclear 12 = nursing home/long-term care 13 = home health/infusion 14 = government (fda or other) 15 = mail service 16 = pharmaceutical industry 17 = armed services 18 = education/academia 19 = wholesaler 20 = other	
whset96	Work setting in 1996	Numeric	2000	1 = independent community 2 = small chain 3 = large chain 4 = mass merchandiser 5 = supermarket 6 = hmo 7 = managed care organization 8 = clinic pharmacy 9 = government hospital/health system 10 = non-governmental hospital/health system 11 = nuclear 12 = nursing home/long-term care 13 = home health/infusion 14 = government (fda or other) 15 = mail service 16 = pharmaceutical industry 17 = armed services 18 = education/academia 19 = wholesaler 20 = other	
whset97	Work setting in 1997	Numeric	2000	1 = independent community 2 = small chain 3 = large chain 4 = mass merchandiser 5 = supermarket 6 = hmo	

				7 = managed care organization 8 = clinic pharmacy 9 = government hospital/health system 10 = non-governmental hospital/health system 11 = nuclear 12 = nursing home/long-term care 13 = home health/infusion 14 = government (fda or other) 15 = mail service 16 = pharmaceutical industry 17 = armed services 18 = education/academia 19 = wholesaler 20 = other	
whset98	Work setting in 1998	Numeric	2000	1 = independent community 2 = small chain 3 = large chain 4 = mass merchandiser 5 = supermarket 6 = hmo 7 = managed care organization 8 = clinic pharmacy 9 = government hospital/health system 10 = non-governmental hospital/health system 11 = nuclear 12 = nursing home/long-term care 13 = home health/infusion 14 = government (fda or other) 15 = mail service 16 = pharmaceutical industry 17 = armed services 18 = education/academia 19 = wholesaler 20 = other	
whset99	Work setting in 1999	Numeric	2000	1 = independent community 2 = small chain 3 = large chain	

				4 = mass merchandiser 5 = supermarket 6 = hmo 7 = managed care organization 8 = clinic pharmacy 9 = government hospital/health system 10 = non-governmental hospital/health system 11 = nuclear 12 = nursing home/long-term care 13 = home health/infusion 14 = government (fda or other) 15 = mail service 16 = pharmaceutical industry 17 = armed services 18 = education/academia 19 = wholesaler 20 = other	
whpos95	Position in 1995	Numeric	2000	1 = owner 2 = manager/director 3 = assistant manager/director 4 = supervisor 5 = staff/employee pharmacist 6 = resident/fellow/post-grad trainee 7 = other	
whpos96	Position in 1996	Numeric	2000	1 = owner 2 = manager/director 3 = assistant manager/director 4 = supervisor 5 = staff/employee pharmacist 6 = resident/fellow/post-grad trainee 7 = other	
whpos97	Position in 1997	Numeric	2000	1 = owner 2 = manager/director 3 = assistant manager/director 4 = supervisor 5 = staff/employee pharmacist 6 = resident/fellow/post-grad trainee	

				7 = other	
whpos98	Position in 1998	Numeric	2000	1 = owner 2 = manager/director 3 = assistant manager/director 4 = supervisor 5 = staff/employee pharmacist 6 = resident/fellow/post-grad trainee 7 = other	
whpos99	Position in 1999	Numeric	2000	1 = owner 2 = manager/director 3 = assistant manager/director 4 = supervisor 5 = staff/employee pharmacist 6 = resident/fellow/post-grad trainee 7 = other	
whrs95	Number of work hours per week in 1995	Numeric	2000		
whrs96	Number of work hours per week in 1996	Numeric	2000		
whrs97	Number of work hours per week in 1997	Numeric	2000		
whrs98	Number of work hours per week in 1998	Numeric	2000		
whrs99	Number of work hours per week in 1999	Numeric	2000		
state	state where primary employment located	String	2000, 2004		
region	region of US	Numeric	2000, 2004		
county	county where primary employment located	String	2000, 2004		
income20	Income in 2008	Numeric	2009		
ma	Completed MA	Numeric	2009	1 = yes 2 = no	
mph	Completed MPH	Numeric	2009	1 = yes 2 = no	

cityname	Name of city/town in which respondent spent most of childhood	String	2009	Written name	
cityzip	Zip code for city/town in which respondent spent most of childhood	Numeric	2009	Number (5-digit zip code) 00000 = international location	
adultin	Number of adult relatives you are providing care for inside your home	Numeric	2009	Number	
adultout	Number of adult relatives you are providing care for outside your home	Numeric	2009	Number	
plan3yr	Three years from now, expect ...	Numeric	2009	1 = retired 2 = working with current employer 3 = different employer, same type of work 4 = different employer, different type of work 5 = out of workforce, but not considered retired 6 = not able to answer at this time	
numwork	Number of work settings listed	Numeric	2009	Number	
workset1	In chronological order beginning with the earliest one listed and ending with the most recent one listed (WORKSETNOW).	Numeric	2009	1 = independent community pharmacy 2 = small chain community pharmacy 3 = large chain 4 = mass merchandiser 5 = supermarket pharmacy 6 = clinic-based pharmacy 7 = mail service pharmacy 8 = government hospital 9 = non-government hospital 10 = nursing home / long term care	
workset2		Numeric	2009		
workset3		Numeric	2009		
workset4		Numeric	2009		
workset5		Numeric	2009		
workset6		Numeric	2009		
workset7		Numeric	2009		
workset8		Numeric	2009		
workset9		Numeric	2009		
workset10		Numeric	2009		

workset11		Numeric	2009	11 = home health / infusion 12 = pharmacy benefit administration 13 = academic institution 14 = other for-profit 15 = other non-profit	
workset12		Numeric	2009		
workset13		Numeric	2009		
workset14		Numeric	2009		
workset15		Numeric	2009		
workset16		Numeric	2009		
workset17		Numeric	2009		
workset18	→ Current Setting	Numeric	2009	99 = “out” (“out” could include maternity, parenting, caregiving, military service, attending school, etc)	
workset19		Numeric	2009		
worksetnow		Numeric	2009		
start1	Start date for each corresponding work setting	Numeric	2009	Year.Month	
start2		Numeric	2009		
start3	Months receive the corresponding decimal values: January = 0.083 July = 0.583 February = 0.167 August = 0.667 March = 0.250 September = 0.750 April = 0.333 October = 0.833 May = 0.417 November = 0.917 June = 0.500 December = 1.000	Numeric	2009	For example: January 1967 = 1967.083 May 1985 = 1985.417 November 2008 = 2008.917 December <u>2008</u> = 2009.000 !!	
start4		Numeric	2009		
start5		Numeric	2009		
start6		Numeric	2009		
start7		Numeric	2009		
start8		Numeric	2009		
start9		Numeric	2009		
start10		Numeric	2009		
start11		Numeric	2009		
start12		Numeric	2009		
start13		Numeric	2009		
start14		Numeric	2009		
start15		Numeric	2009		
start16		Numeric	2009		
start17		Numeric	2009		
start18		Numeric	2009		
start19		Numeric	2009		
startnow		Numeric	2009		
	→ Current Setting				
end1	End date for	Numeric	2009		

end2	corresponding work setting Months receive the corresponding decimal values: January = 0.083 July = 0.583 February = 0.167 August = 0.667 March = 0.250 September = 0.750 April = 0.333 October = 0.833 May = 0.417 November = 0.917 June = 0.500 December = 1.000 → artificially set at June 2009 →	Numeric	2009	Year.Month For example: January 1967 = 1967.083 May 1985 = 1985.417 November 2008 = 2008.917 December <u>2008</u> = 2009.000 !! ENDNOW = <u>JUNE 2009</u> → 2009.500	
end3		Numeric	2009		
end4		Numeric	2009		
end5		Numeric	2009		
end6		Numeric	2009		
end7		Numeric	2009		
end8		Numeric	2009		
end9		Numeric	2009		
end10		Numeric	2009		
end11		Numeric	2009		
end12		Numeric	2009		
end13		Numeric	2009		
end14		Numeric	2009		
end15		Numeric	2009		
end16		Numeric	2009		
end17		Numeric	2009		
end18		Numeric	2009		
end19		Numeric	2009		
endnow		Numeric	2009		
leave1	Reason for leaving corresponding work setting (first reason listed if list more than one)	Numeric	2009	1 = work schedule 2 = salary 3 = benefits 4 = stress level 5 = treatment by management 6 = workload 7 = pharmacist co-workers 8 = spouse / family relocation 9 = pharmacist staffing levels 10 = technician staffing levels 11 = technician co-workers 12 = relationships with management 13 = intellectual challenge	
leave2		Numeric	2009		
leave3		Numeric	2009		
leave4		Numeric	2009		
leave5		Numeric	2009		
leave6		Numeric	2009		
leave7		Numeric	2009		
leave8		Numeric	2009		
leave9		Numeric	2009		
leave10		Numeric	2009		
leave11		Numeric	2009		
leave12		Numeric	2009		
leave13		Numeric	2009		

leave14		Numeric	2009	14 = desire a change 15 = advancement opportunity 16 = relationships with patients 17 = amount of patient contact 50 = other	
leave15		Numeric	2009		
leave16		Numeric	2009		
leave17		Numeric	2009		
leave18		Numeric	2009		
time1	Time spent in each corresponding work setting COMPUTED VARIABLE END1 – START1 END2 – START2	Numeric	2009	Computed as the difference between end date and start date. For example: End Date: January 2008 2008.083 <u>Start Date: November 1999 1999.917</u> Difference = 8.167 Time spent = 8 years, 2 months	
time2		Numeric	2009		
time3		Numeric	2009		
time4		Numeric	2009		
time5		Numeric	2009		
time6		Numeric	2009		
time7		Numeric	2009		
time8		Numeric	2009		
time9		Numeric	2009		
time10		Numeric	2009		
time11		Numeric	2009		
time12		Numeric	2009		
time13		Numeric	2009		
time14		Numeric	2009		
time15		Numeric	2009		
time16		Numeric	2009		
time17		Numeric	2009		
time18		Numeric	2009		
time19		Numeric	2009		
timenow		Numeric	2009		
GENERATED					
BSpharm	bspharm revised	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
pharmD	pharmd revised	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
PhD	phd revised	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
MS	ms revised	Numeric	2000, 2004,	0 = no	Generated variable

			2009	1= yes	
MBA	mba revised	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
OtherEd	othered revised	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
degmiss	missing degree	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
anydeg	if any degree is listed	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
notemp	Retired, semi-retired, not employed	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
emp	Employed or searching	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
empchain	Employed by chain or supermarket	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
empind	Employed by independent	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
emphosp	Employed by hospital, nursing, etc.	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
empother	Employed academia, government, etc.	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
maxend	Most recent end of employment data	Numeric	2009	Maximum of the end dates	Generated variable
potexp	Total potential experience	Numeric	2009	The difference between start and maxend	Generated variable
start	First start date	Numeric	2009	Minimum of the start dates	Generated variable
actexp	Actual experience variable to get actual experience	Numeric	2009	Equal to the sum of times	Generated variable
actualexp	Actual job experience, sum of spells	Numeric	2009	Includes most recent times (now)	Generated variable
diff	Difference between actual and potential experience	Numeric	2009	Subtract potential experience from actual experience	Generated variable
own	Owner of company	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
manag	Manager of company	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
employee	Employee of company	Numeric	2000, 2004,	0 = no	Generated variable

			2009	1= yes	
female	Gender is female	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
yngstch	Age of the youngest child	Numeric	2000, 2004, 2009	Minimum of the childrens' ages.	Generated variable
chlth6	If youngest child is under 6	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
chlth3	If youngest child is under 3	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
married	If married	Numeric	2000, 2004, 2009	0 = no 1= yes	Generated variable
age2	Age squared	Numeric	2000, 2004, 2009	Multiplying age by age	Generated variable
pertimenew	Revised version of pertime	Numeric	2000, 2004	Adjusted pertime for errors	Generated variable
ftearn	If 40 hours, 50 weeks, 12 months	Numeric	2000, 2004	Multiplying to find annual yearly income for full-time work	Generated variable
workhrs	Equal hours to actual hours if paid hours does not exist	Numeric	2000, 2004	paidhrs, or acthrs if paidhrs doesn't exist.	Generated variable
actearn	Using actual hours, weeks	Numeric	2000, 2004	Generating actual earnings	Generated variable
addeam	Additional income from first job	Numeric	2000, 2004	Sum of adgrov, adgrbon, adgrps, and adgroth	Generated variable
seceam	Income from secondary jobs	Numeric	2000, 2004	Sum of grpay2, grpay3, grpay4	Generated variable
lnhrs	Natural log of actual hours	Numeric	2000, 2004, 2009	Natural log of acthrs	Generated variable
lnwks	Natural log of weeks worked	Numeric	2000, 2004, 2009	Natural log of wkswor	Generated variable

APPENDIX

1. **uniqueid**

This variable was created by concatenating 'year' & 'id'.

2. **curlic**

For 2009 cases: 'curlic' was computed from 'NUMSTATE'

curlic=no if NUMSTATE=0

curlic =yes if NUMSTATE >=1.

3. **numlic**

For 2009 cases: 'NUMSTATE' was renamed 'numlic'.

4. **clilst1, clicst2, clicst3, clicst4, clicst5, clicst6, clicst7, & clicst8**

For 2009 cases: STATE1, STATE2, STATE3, STATE4 & STATE5 renamed clicst1, clicst2, clicst3, clicst4, clicst5 respectively. clicst6, clicst7, & clicst8 created , with all values missing.

5. **empsat**

For 2009 cases: EMPSTAT was recoded to render it mergeable with 2000 and 2004 cases.

Response options to the question " CHECK THE OPTION THAT BEST MATCH YOUR EMPLOYMENT STATUS " are similar in 2000 & 2004, but different in 2009.

2002 and 2004 response options are:

- a. Working as a pharmacist in a licensed pharmacy.
- b. Not working as a pharmacist; working in a pharmacy-related field or position.
- c. Working in a non-pharmacy career. Describe: _____
- d. Semi-retired (Retired, but still practicing pharmacy.)
- e. Retired, do not practice pharmacy at all.
- f. Not employed, seeking employment.
- g. Not employed, not seeking employment.

2009 options are:

- h. Practicing as a pharmacist.
- i. Employed in a pharmacy-related field or position, not practicing as a pharmacist.
- j. Retired, but still working in pharmacy or employed part-time as a pharmacist.
- k. Retired, do not practice pharmacy at all .
- l. Employed in a career not related to pharmacy (Describe: _____)
- m. Unemployed (check one: ☐ seeking ☐ not seeking employment) .

To recode 2009 cases:

a was matched to h
b was matched to i
c was matched l
d was matched to j
e was matched to k

For 2009 cases, If a respondent is unemployed and not seeking employment , ‘empsat’ is recoded as a 7. If a respondent is unemployed and seeking employment , ‘empsat’ is recoded as a 6.

6. emsetmerge

Response options to the question asking respondents their primary employment setting are:

2009 :

1 = independent community pharmacy
2 = small chain community pharmacy
3 = large chain
4 = mass merchandiser
5 = supermarket pharmacy
6 = clinic-based pharmacy
7 = mail service pharmacy
8 = government hospital
9 = non-government hospital
10 = nursing home / long term care
11 = home health / infusion
12 = pharmacy benefit administration
13 = academic institution
14 = other for-profit
15 = other non-profit

2000 response options & recoded 2004 options are:

a= independent (<4 stores)
b= small chain (4-10 stores)
c= large chain (>10 stores)
d= mass merchandiser
e= supermarket pharmacy
f= HMO Operated pharmacy
g= clinic pharmacy
h= mail service pharmacy
i= government hospital/health system
j= non-government hospital/health system l l= other
k= Nuclear pharmacy
l= nursing home/long-term care
m= home/health pharmacy
n= pharmaceutical industry
o=MCO/PBM
p= armed services

q= education/academia
r= government(fda or other)
s= other

To recode 2000 & 2004 cases;

1 was matched to a
2 was matched to b
3 was matched c
4 was matched to d
5 was matched to e
6 was matched to g
7 was matched to h
8 was matched i
9 was matched to j
10 was matched to l
11 was matched m
12 was matched to o
13 was matched to q

All other case values were coalesced as 14=other

7. setcode

2000/2004: setcode case values are :

1= independent
2=chain
3=mass merchandiser
4= supermarket
5= hospital
6= other patient care
7= industry
8=other settings

To re-code,

7=industry and 8=other settings were coalesced into 7=other

2009: PRACTYPE case values are:

1 = independent community pharmacy
2 = small chain community pharmacy
3 = large chain
4 = mass merchandiser
5 = supermarket pharmacy
6 = clinic-based pharmacy
7 = mail service pharmacy
8 = government hospital
9 = non-government hospital
10 = nursing home / long term care
11 = home health / infusion
12 = pharmacy benefit administration
13 = academic institution

14 = other for-profit

15 = other non-profit

PRACTYPE was re-coded as follows:

1 = independent community pharmacy → 1= independent

2 = small chain community pharmacy & 3 = large chain coalesced to 2=chain

4 = mass merchandiser → 3=mass merchandiser

5 = supermarket pharmacy → 4= supermarket

8 = government hospital & 9 = non-government hospital coalesced to 5= hospital

6= clinic-based pharmacy, 10 = nursing home / long term care & 11 = home health / infusion were coalesced to 6= other patient care

All other values coalesced as 7=others

8. positncode

Question asking respondents to report their current position were worded differently in 2000, 2004 & 2009.

A. 2000: Position:

____⁽¹⁾ A. Owner/Partner (percent ownership ____%)

____⁽²⁾ B. Manager/Director

____⁽³⁾ C. Assistant Manager/Director

____⁽⁴⁾ D. Staff/Employee Pharmacist

____⁽⁵⁾ E. Supervisor

____⁽⁶⁾ F. Resident/Fellow/Postgraduate Trainee

____⁽⁷⁾ G. Other (explain): _____

B. Position: 2004

Please check your position category and the description of your position under the position category.

Owner/Partner	Management	Employee
a. percent ownership ____%	b. ____ Manager/Director	f. ____ Staff Pharmacist
	c. ____ Asst. Manager/Director	g. ____ Clinical Coordinator
	d. ____ Supervisor	h. ____ Clinical Pharmacist
	e. ____ Other	i. ____ Resident/Fellow

		j. ____ Other _____
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C: position 2009:

Which of the following best describes your current position?

- ____ Owner/Partner/Executive Officer (If applicable, percent ownership: ____%)
 ____ Management (e.g. director, manager, assistant manager, supervisor)
 ____ Staff (e.g. clinical pharmacist, consultant, staff pharmacist, relief pharmacist)
 ____ Other (explain) : _____

2000 and 2004 datasets had a position variable with 1=owner/partner, 2= management , and 3= employee has case values.

To recode position variable for 2009 cases, 3= staff and 4 = other were coalesced as 3= employee.

8. Professional activity category

Variables under this category were defined differently in 2000,2004 & 2009 .

2000 & 2004 definitions:

- 1. Consultation:** Consulting and communicating with patients about prescription medications; interacting/communicating with other health professionals on patient's behalf (via phone, face-to-face, etc.); patient/provider education.
- 2. Drug Use Management:** Assessing and evaluating patient medication-related needs; monitoring and adjusting treatment to attain desired outcomes.
- 3. Business Management:** Managing pharmacy personnel, finances, and systems; processing and reconciling third-party claims; other business management activities.
- 4. Medication Dispensing:** Preparing, dispensing, distributing, and administering medications (traditional dispensing and medication distribution activities).

2004 definitions:

Other: Teaching, precepting, research, etc

2009 definitions:

Medication Dispensing: preparing, distributing, and administering medication products, including associated consultation, interacting with patients about selection and use of over-the-counter products, and interactions with other professionals during the medication dispensing process.

Patient Care Services: assessing and evaluating patient medication-related needs, monitoring and adjusting patients' treatments to attain desired outcomes, and other services designed for patient care management.

Business/Organization Management: managing personnel, finances, and systems.

Research: discovery, development, and evaluation of products, services, and/or ideas.

Education: teaching, precepting, and mentoring of students/trainees.

Other: any activities not described in the other categories.

2000/2004 : medication dispensing and consultation in these cases were combined to give ACTDISP & DESDISP.

dumact2 (standardized actual time in drug use management) renamed as ACTPCARE

dmwish2 (standardized desired time in drug use management) renamed as DESPCARE

2000: ACTOTH & DESOTH created .All cases have missing values for these variables

2009: The variables “research” “education” and “others” were combined to give ACTOTH & DESOTH.

9. PHARMD.

2004 : Respondents were asked if they obtained a post –BS Pharmacy pharmd or if they obtained a PharmD as a first pharmacy degree.

To recode 2004 cases;

PHARMD = 1(YES) if pstphmd = 1(YES) or pharmd= 1(YES).

10. Number of children living in household & their ages

2009 cases: CHILD1,CHILD2,CHILD3,CHILD4,CHILD5,CHILD6,CHILD7 were renamed chage1,chage2, chage3,chage4, chage5,chage6,chage7 respectively.

Chage8,chage9, chage10,chage11,chage12 have missing values for all 2009 cases.

11.household debt

12. Please rate how current level of workload affects.....

2004 cases: For variables JOBPERF, MOTIV, JOBSAT, HEALTH, PHYSICAL, TIME, & QUALITY; 9 = does not apply is not a valid case value.

13. empset2, empset3 & empset4

Empsetmerge case values are:

1 = independent community pharmacy

2 = small chain community pharmacy

3 = large chain

4 = mass merchandiser

5 = supermarket pharmacy

6 = clinic-based pharmacy
7 = mail service pharmacy
8 = government hospital
9 = non-government hospital
10 = nursing home / long term care
11 = home health / infusion
12 = pharmacy benefit administration
13 = academic institution
14 = other

2000 response options & recoded 2004 options for empset2, empset3 and empset4 are:

a= independent (<4 stores)
b= small chain (4-10 stores)
c= large chain (>10 stores)
d= mass merchandiser
e= supermarket pharmacy
f= HMO Operated pharmacy
g= clinic pharmacy
h= mail service pharmacy
i= government hospital/health system
j= non-government hospital/health system
k= Nuclear pharmacy
l= nursing home/long-term care
m= home/health pharmacy
n= pharmaceutical industry
o=MCO/PBM
p= armed services
q= education/academia
r= government(fda or other)
s= other

To recode 2000 & 2004 cases;

1 was matched to a
2 was matched to b
3 was matched c
4 was matched to d
5 was matched to e
6 was matched to g
7 was matched to h
8 was matched i
9 was matched to j
10 was matched to l
11 was matched m
12 was matched to o
13 was matched to q
All other case values were coalesced as 14=other